



## Person Specification

### Post Title: Learning Support Assistant, Primary Phase

Characteristics	Essential	Desirable	Evidence
Qualifications	<p>Good education to GCSE level including English and Maths.</p> <p>Minimum Level 3 NVQ/NNEB/TA.</p> <p>Experience of working with young people within the areas of communication and interaction, cognition and learning, social emotional and mental health and physical and sensory needs.</p>	<p>Certified LSA qualification.</p> <p>Evidence of continuous professional development.</p> <p>Relevant SEND qualifications.</p>	<p>A</p> <p>A</p> <p>A</p>
Experience and Knowledge	<p>Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential.</p> <p>Knowledge of a variety of intervention strategies.</p> <p>Knowledge of a range of strategies to establish a purposeful learning environment and to promote good behaviour.</p> <p>Knowledge of the key factors that affect the way pupils learn.</p> <p>Experience of working within an education or health care setting.</p> <p>Experience of working within education with a numeracy/literacy focus.</p> <p>Ability to support the subject teachers in the planning of lessons.</p> <p>Knowledge of and commitment to educational inclusion, anti-racism and equity</p>	<p>Working with a range of agencies.</p> <p>Experience of working with neurodiverse children (e.g. ASD/ADHD)</p> <p>Have an understanding of the curriculum and age expectations.</p> <p>Experience of working in a SEND department in a school.</p>	<p>I, R</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p> <p>A</p> <p>A</p> <p>A, R</p> <p>A, I</p>
Skills	Possesses the knowledge and skills to adapt	Ability to analyse data effectively.	A, I

**A-Application**

**I-Interview**

**R-Reference**

	<p>learning for pupils with SEND needs.</p> <p>Excellent verbal and written communication skills.</p> <p>Strong Literacy Skills</p> <p>Ability to work effectively as part of a team.</p> <p>Ability to supervise pupils effectively both in and out of school in line with the school's behaviour policy.</p> <p>Be well organised, forward thinking and able to problem solve.</p>	Confident in using ICT.	<p>A, R, I</p> <p>I</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p>
Personal Attributes	<p>Committed to the well being of children and young people.</p> <p>Excellent interpersonal skills both in working relationship with young pupils and in forming effective professional relationships with a wide range of contacts.</p> <p>Passionate, enthusiastic and positive. Willingness to learn.</p> <p>Excellent organisational and time management skills.</p> <p>Able to form and maintain appropriate professional relationships and boundaries with children and young people.</p> <p>Ability to use own initiative, adapt to change and work flexibly.</p> <p>Good health and attendance record.</p>	Understanding of health and safety	<p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, R</p> <p>A, R</p> <p>A, R</p> <p>R</p>
Other	<p>The post holder will be required to have a satisfactory enhanced DBS check.</p> <p>Other safeguarding checks will also be carried out and must be satisfactory including references, right to work in the UK and prohibition orders.</p>		

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